

PARTNERSHIPS ONLY MOVE AT THE SPEED OF TRUST

INDIGENOUS LEADERS TALK ENERGY CORRIDOR OPPORTUNITY

CANADIAN ASSOCIATION OF LAND AND
ENERGY PROFESSIONALS

THE NEGOTIATOR

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2026

Happy New Year

to our CALEP community!

Sandra Dixon
President | CALEP

As we step into the year ahead, we hope everyone enjoyed a restful and meaningful holiday season spent with family, friends, and loved ones. With renewed energy and perspective, we enter an exciting year for CALEP—one filled with opportunity, momentum, and continued progress for our Association and our profession.

As we look ahead, it's clear we are operating in a period of real transformation. The land and energy profession continues to evolve, and demand for our expertise now stretches well beyond traditional sectors into emerging and fast-growing areas. Our work is increasingly central to how projects move forward responsibly across Canada.

With that growth comes responsibility. To remain credible, relevant, and resilient, we must continue strengthening our collective voice while building long-term sustainability for our profession and our Association.

Progress with Purpose

The past year has been marked by meaningful progress—progress that reflects countless volunteer hours, thoughtful leadership, and a shared commitment to doing this work well.

Early in the current term, the Board identified five strategic focus areas essential to CALEP's long-term success:

Collaboration, Education, Networking, Advocacy, and Growth

These pillars guide our efforts to ensure CALEP remains a strong, respected voice and a sustainable professional home for its members.

Collaboration: Aligning Our Industry

The challenges facing land and energy professionals are complex and interconnected. Regulatory change, Indigenous engagement, advancing technologies, AI, and shifting public expectations demand coordinated, informed responses.

Over the past year, CALEP has intentionally strengthened relationships with peer associations and industry leaders. By aligning priorities and sharing perspectives, we are working toward a more unified voice—one that carries greater weight in conversations that shape policy, practice, and public understanding.

This work is ongoing and foundational to building lasting influence for the profession.

Education: Modernizing How We Learn

Education remains one of the most powerful tools for sustaining our profession.

This year marked a significant step forward with the launch of a new educational endeavor supported by a modern learning management system (LMS). This platform allows CALEP to deliver flexible, accessible, and relevant learning opportunities tailored to the realities of today's land and energy professionals.

Through our partnership with Re-Train Canada, AI-powered online courses are now available to members, with three pilot programs already live and more in development. These courses are built by land professionals, for land professionals—ensuring the content reflects real-world challenges and evolving industry needs.

This investment in education is an investment in long-term professional credibility, adaptability, and sustainability.

Networking: Strengthening Community

A strong voice begins with a connected community.

CALEP's revitalized events program continues to bring together professionals from across the land community, creating opportunities for collaboration, mentorship, and shared learning. These connections build trust, broaden perspectives, and reinforce the collective strength of the profession. Celebrating excellence remains an important part of this work. Through our Merit Awards, CALEP recognizes the individuals and organizations whose leadership, mentorship, and service contribute to a stronger, more resilient professional community. Consider nominating a fellow member this year for our upcoming 2026 Merit Awards.

Advocacy: Representation That Matters

Sustainable progress requires informed and consistent advocacy.

CALEP continues to engage directly with regulators, licensing bodies, government agencies, and peer organizations to ensure member perspectives are clearly represented. This work strengthens understanding between policy and practice and helps ensure regulatory frameworks reflect the realities of the profession. As a result of these efforts, CALEP is gaining the attention and interest of policymakers, elevating member perspectives within policy discussions.

Through the leadership of dedicated volunteers and the Surface Land Advisory Committee, CALEP is reinforcing its role as a credible, informed contributor to industry dialogue.

Growth: Strengthening the Foundation

Growth remains an important indicator of a healthy Association—but sustainability depends on how that growth is managed.

This year, CALEP has rejuvenated its membership process, making it more accessible, transparent, and aligned with the evolving needs of professionals entering and advancing within the industry. This refreshed approach ensures members clearly understand the value of belonging and how they can engage meaningfully with the Association.

Complementing this effort is the launch of CALEP's new and significantly improved website. Designed to support members better, showcase the profession, and streamline communication, the new site represents a major step forward in how CALEP connects with its community.

Together, the updated membership process, new LMS, and improved website form a stronger foundation—one built to support growth, engagement, and long-term sustainability.

The Work Continues

As we move into the year ahead, it's important to acknowledge both the progress made and the work still to come.

Strengthening our voice and building a sustainable future is not a one-time effort—it requires continued participation, collaboration, and commitment from all of us. The success of CALEP is rooted in the dedication of its volunteers, committees, sponsors, and engaged members.

The groundwork has been laid. The systems are in place. Now, the focus shifts to continued involvement and shared responsibility.

As the year unfolds, the opportunity is clear: stay engaged, contribute your expertise, and help shape the future of our profession with intention and integrity.

Wishing you a happy, healthy, and successful New Year!

Sandra Dixon
President | CALEP





PARTNERSHIPS ONLY MOVE AT THE SPEED OF TRUST

INDIGENOUS LEADERS TALK ENERGY CORRIDOR OPPORTUNITY

Aaron Walker | Local Journalism Initiative Reporter | [Windspeaker.com](https://www.windspeaker.com)

As Ontario advances a feasibility study into a proposed East-West energy corridor, two Alberta-based Indigenous leaders with experience in established energy partnerships say the discussion should focus less on whether Indigenous Nations should be involved and more on how, arguing that ownership-based partnerships, if built on trust and strong safeguards, can support long-term Indigenous sovereignty.

Justin Bourque, vice-president with Athabasca Indigenous Investments and a consultant who helps structure Indigenous equity positions in major resource projects, said existing partnerships in Alberta provide a useful analogue for how Indigenous communities could approach future projects.

Bourque has worked on transactions involving Indigenous ownership in major energy assets with Enbridge, Suncor Energy, Tamarack Valley Energy, and Wolf Midstream. He said those experiences demonstrate what's possible when Nations participate as equity partners.

"I think that, from an economic perspective, more of

these equity ownership partnerships that Indigenous groups can take really ties into unlocking economic sovereignty for those Nations," he said. "It becomes unencumbered cash flows for the communities (to) develop how they see fit."

Bourque pointed to Alberta-based partnerships involving several existing, revenue-generating infrastructure projects: the Athabasca Trunkline, Northern Courier Pipeline, Clearwater Midstream Assets, and the Access Natural Gas Liquids (NGL) Transportation System. He said the projects have generated stable, long-term revenue, with some proceeds used to fund major community infrastructure that supports community well-being.

"One example that I can point to would be Whitefish (Goodfish) Lake First Nation," Bourque said. "They have taken their investment and participated in two equity ownership transactions. They've been able to finance a community recreational centre, hockey rink, and sports complex ... to give the youth an opportunity to ... thrive and develop through sport."

Bourque said he has not been involved in Ontario's

proposed East-West corridor, but said that new projects are more complex than investing in existing assets and require Indigenous involvement from the outset.

He said participation must go beyond financial investment, and communities need to be involved throughout feasibility work, environmental assessments, and consultation.

A critical component of those partnerships, he added, is trust.

“It’s been said many times that partnerships only move at the speed of trust, and when you’re starting with a lack of trust, it’s important that both sides really take time and work to build that trust together.” Stephen Buffalo, president and CEO of the Indian Resource Council and chair of the Alberta Indigenous Opportunities Corporation, said, “For many years, we’ve been misguided and misrepresented. Trust is a big angle to make sure that everyone is going to be not only protecting the environment (but also) getting a fair, equitable piece of the project.”

Those considerations resurfaced after Ontario launched a feasibility study on Oct. 30 titled Ontario Launches Feasibility Study to Build East-West Pipeline and Energy Corridor, examining whether a new energy corridor could carry Western Canadian oil and gas across Ontario, with potential outlets including a proposed port on James Bay, Ont.

While no details have been approved, the announcement has renewed discussion about what Indigenous involvement should look like.

Some Indigenous leaders have raised concerns about how the study was introduced. Jason Rasevych, president of the Anishnawbe Business Professional Association and a Ginoogaming First Nation member, said several Northern Ontario Nations first learned of the feasibility study through media reports rather than consultation, a development he described as a warning sign.

“There was no prior engagement, no discussion, and no partnership,” Rasevych said in an earlier interview. “This isn’t consultation; it is lip service”

For Buffalo, the issue isn’t whether Nations should participate in major infrastructure projects, but on what terms.

“To me, it’s imperative that Nations are a part of what’s happening (in Canada),” Buffalo said. “The federal government is cutting back on funding from the Indian Act agreements (and other) comprehensive funding agreements, and they’re scaling back on certain programs.

“Nations need to start creating their own wealth to meet their own issues in their own communities, and the only way to do that is to be part of what’s in their backyard or in their traditional territory,” he continued. “We also have to define (for all) parties — from government, from industry, and First Nations — what does consultation really mean?”

Environmental protection, Buffalo said, must be a foundational element of any partnership, supported by transparency and respect for Indigenous decision-making and sovereignty.

“As long as we can find that balance, then things can move forward together.”

Buffalo also emphasized the financial realities facing many Indigenous communities, noting that federal funding has grown more uncertain as Ottawa reins in spending and provides fewer long-term guarantees for programs relied on by Canada’s Indigenous Nations.

“If we’re saying that we’re sovereign Nations, that means we’re not dependent on someone else for money to service our communities,” he added.

Buffalo and Bourque said those outcomes suggest

Nations should at least consider ownership-based partnerships when major infrastructure projects are proposed, with each deciding for itself whether participation aligns with its priorities and responsibilities to future generations.

“From 30,000 feet, you look at the federal government, and it’s no longer something that has money ... because we have so much debt at the federal level. ... They don’t have the surpluses that they had when, say, (Stephen) Harper was in,” said Buffalo.

“We’re asking the government to create money, which they’re doing, but they’re sending it all over the world and not addressing what they have here in Canada. ... So how do we build that coffer back up again? We’ve got to develop our resources (and) we’ve got to get to world markets. ... First Nations can be a part of it ... because we can’t depend on someone else to do it anymore. It’s up to our leaders to make those decisions,” he said.



Justin Bourque, Vice-president with Athabasca Indigenous Investments (left), and Stephen Buffalo, President and CEO of the Indian Resource Council

Ontario’s feasibility study is expected to conclude in 2026.

To read the full announcement, go to <https://news.ontario.ca/en/release/1006674/ontario-launches-feasibility-study-to-build-east-west-pipeline-and-energy-corridor>

To learn more about Alberta-based Indigenous equity partnerships, visit TheAIOC.com.



A photograph of a city skyline in winter, featuring a large bridge over a frozen river. The city buildings are visible in the background, and the foreground is covered in snow.

WHY IT'S GETTING HARDER TO GET A CALL BACK

Deanna Haysom | COO, Welltraxx

Members of CALEP work closely with Rural Municipalities in Saskatchewan on a regular basis. Over time, many have noticed a shift; routine requests take longer to answer, and historical information seems to be harder to locate. The challenges can be frustrating, especially when a project schedule depends on timely responses.

In most cases, this is not the result of disengagement or lack of cooperation from the Municipalities. What's happening is a shift in the reality of Rural Municipal (RM) administration.

Understanding that shift is increasingly important for anyone working alongside RMs.

An expanded role with fixed limits

The role of an RM Administrator has changed a lot over the past decade. In many municipalities, the Administrator or CAO is responsible not only for regular day-to-day operations but also for supporting council, regulatory compliance, financial oversight, infrastructure coordination, public inquiries, and industry relations. Not to mention the human resource management, communication, and marketing tasks, and risk mitigation plans, they must regularly address

as well.

Research examining municipal administration shows that senior administrative roles have become broader and more complex, particularly in smaller municipalities. At the same time, administrative tenure has declined significantly, with turnover increasing at a similar pace.¹ The result is a widening gap between expectations and available capacity.

Most RMs in Saskatchewan don't have specialized staff dedicated to land management, energy files, or agreement tracking. The Administrator is often the central point of contact for everything. What this means is that capacity is stretched, and responsiveness is impacted. This is not a matter of the Admin not having the desire to put in the effort; it is a capacity constraint.

Where CALEP members may encounter the pressure

CALEP members often experience constraints due to the capacity challenges that RMs face. Requests for legacy agreements require time-consuming searches. Questions about right-of-way access depend on records that may not be centralized or digitized.

Crossing agreements often involve files created under previous administrations, sometimes years earlier.

In many RMs, the Administrator serves as the “institutional memory”. They may be the only person who remembers how agreements evolved, what assumptions were made at the time, and how past decisions affect current obligations – all important information to be aware of.

But with the turnover increases, the institutional memory bank that is naturally built into the RM Administrator is harder to preserve. Instead of smooth succession planning, many RMs are instead experiencing Administrator burnout and leave-of-absences, meaning new Administrators inherit fragmented systems and incomplete records, but with expectations from council and external stakeholders to respond at a similar pace as their predecessors. For those working with RMs, delays are often the most visible symptom of this reality.

Observations shaped by a long-term partnership

Welltraxx has watched closely how these changes have created more stress for both RMs and external stakeholders, such as CALEP members. Since 2013, the company has worked with RMs across Saskatchewan to support oil and gas asset management.

Robin Busby, Welltraxx's RM Division Manager and a previous RM Administrator, has observed how the tides have shifted and RM Administrators are required to manage various portfolios with limited time, while expectations continue to rise across regulatory and governance fronts. Robin is a big part of why Welltraxx is finding ways to support administrative strain because many of the challenges encountered by CALEP members stem from systems that were never designed to manage the current volume of agreements and regulatory scrutiny, not to mention the frequent staff transitions. This is not unique to one municipality or one region. The challenges reflect a structural shift in how rural administration functions.

Beyond oil and gas: cumulative administrative demand

Oil and gas assets remain an important responsibility for many RMs, but they only represent one part of an increasingly heavy workload that often requires hundreds of overtime hours just to complete. Administrators are managing crossing agreements, road use coordination, utility access, landowner concerns, and long-term liability considerations.

Each of these files carries historical content. When that context exists only in paper records or individual knowledge, it becomes risky. Staff transitions, early retirement, or extended absences can challenge continuity quickly. As responsibilities increase, Administrators must prioritize, and sometimes it is done simply by whatever hits their inbox or desk first that morning. Industry requests, even when reasonable and time-sensitive, may be deferred simply because there are just not enough hours in a day.

The best way to move forward with an effective working relationship between CALEP members and RMs will be through a shared understanding of the administrative capacity. Clear documentation and realistic timelines will reduce pressure on municipal staff and improve the outcomes for the industry. When information is well organized and accessible, Administrators are better able to respond promptly, regardless of workload or time in the role.

This has created a broader understanding for Admins, Councils, and external Stakeholders to look at support systems. Tools and services are no longer only about Convenience vs. Cost. They are about risk reduction and continuity during periods of change.

Welltraxx has engaged in this area with several RMs for years through its online oil and gas permitting platform. In terms of reducing RM Administrative time, the process for permitting was streamlined.

and today, there have been over 10,000 applications completed with a typical turnaround time of around 5-6 days. And with the recent introduction of its newest platform, Permitraxx, Welltraxx continues to broaden permitting options for both municipalities and their important stakeholders, such as CALEP members.

In addition, administrative support work has shifted over the last number of years. Asset management for rural customers remains the foundation, but the shift to expand and support Administrators through better information structure and reduced reliance on individual memory is where the team is growing. This is done through the proprietary software platforms Welltraxx developed, but also through the experienced support team, which takes the important “side-of-the-desk” tasks off an Administrator's desk to free up time for other important tasks.

What this means for CALEP members

Maintaining expectations while adjusting assumptions will be key. Delays are rarely personal and are more often systemic. Patience and clarity from those working with RMs can make a meaningful difference in response and continuity. As RM roles continue to evolve, municipalities benefit from collaboration with CALEP members who recognize capacity limits and support processes that reduce administrative friction.

Getting a call back may be harder than it used to be. But understanding why is the first step toward working more effectively with today's municipal administrators' reality.

About Welltraxx

Welltraxx supports Landowners, Municipalities & Metis Settlements across Alberta and Saskatchewan in managing their oil and gas and additional surface assets. Their services include lease renewals, LPRT applications, reclamations and land purchases, as well as managing various surface asset data for municipalities through Enertraxx, Munitraxx, and Permitraxx platforms. The company works closely with RM Administrators to improve information structure and long-term record integrity.

Visit welltraxx.ca to learn more.



MESSAGE FROM THE BOARD

Geoff Thiessen

Director of Finance | CALEP Board of Directors

My name is Geoff Thiessen, and I have the privilege of serving as the Director responsible for the Finance portfolio at the Canadian Association of Land and Energy Professionals. After more than 15 years of volunteering with CALEP and six years on the Board, I continue to be energized by the momentum within our organization and the critical role our profession plays in an ever-evolving industry.

Over the past year, CALEP has remained firmly committed to conservative, disciplined financial management. This approach has allowed us to deliver meaningful value to our members while ensuring long-term sustainability. By maintaining prudent spending practices, we have supported a full slate of programming and positioned the association to respond strategically to the needs of both new entrants and experienced professionals.

I am pleased to share that this has been one of our strongest event years in recent memory. Our networking events saw exceptional attendance across the board, reflecting both the appetite for professional connection and the strength of our community. I want to extend my thanks to Board Member Lorinda Turner and the many volunteers on the Events Committee for consistently bringing exciting and fresh ideas to life. The annual conference also drew robust member participation



Geoff Thiessen
Director of Finance

and reinforced CALEP's role as a central hub for knowledge exchange, industry insight, and professional development. Shaun Cooper and his team delivered an outstanding event at a truly exceptional venue.

These achievements come at a time when the Canadian oil and gas sector is undergoing significant structural change. The past year has seen a wave of large-scale mergers and acquisitions, resulting in major asset transfers between leading companies. This consolidation is reshaping land departments, altering operational landscapes, and creating both challenges and opportunities for land professionals. CALEP remains focused on supporting our members through this transition by advancing education, fostering engagement, and ensuring our programming reflects the realities of a shifting industry.

Looking ahead, the Finance portfolio will continue to steward CALEP's resources responsibly while enabling initiatives that strengthen our profession. Key priorities

for the coming year, include hosting the annual Merit Awards, maintaining rigorous budget oversight, and enhancing the level of service we provide to our valued members.

I would like to extend a sincere thanks to the Merit Awards Committee, chaired by Calynda Evans and Gary Richardson, for their dedication and leadership. I also encourage all members to consider contributing their time and expertise through

volunteerism—our association thrives when our community is actively engaged.

Yours truly,

Geoff Thiessen
Director, Finance
Consulting Landman

SPOTLIGHT SERIES

Amanda Moran

*Manager, Surface Land & Construction
Longshore Resources Ltd.*

*Interview by Wade McLeod
Director of Communications*



Tell us about yourself, what inspired you to become a Surface Landman, and how you entered the profession.

Growing up around Buck Lake and coming from a family involved in the oil and gas industry, this career path felt like a natural fit. That said, my mom was convinced I'd make a great dental assistant! Anyone who knows me would probably describe me as a bit of a germaphobe, so it always gets a good laugh when I tell people I once worked in a dental office.

While going to school for dental assisting, I worked part-time as a receptionist at ARC Resources in Drayton Valley. Being so close to the field in which we operated, there were a lot of Landowners who would come in with inquiries or sometimes just for the free coffee!

As I got to know them and tried to help resolve their concerns, I became increasingly interested in a career in land. When our land agent would stop by the office, I asked plenty of questions to better understand how landowner issues were handled. That experience ultimately led me to put down the suction tool, drop out of dental assisting, and enroll in the Land Administration program at Olds College.

After the practicum portion of the Land Administration program, I was hired by Maverick Land in Edmonton. During that time, I realized that I wanted to be in the field and working directly with Landowners, so I returned to Olds and took the Land Agent diploma program. I obtained my Land Agents licence, moved to Edmonton, and looked after the acquisition in a large area east of Edmonton.

Could you walk us through your professional journey?

After a couple of years in Edmonton, I decided to transfer to Calgary. I started working at Britt Land, where I oversaw the acquisition in the east central Alberta area while also supervising the interim land agents. I was on the road a lot and was starting to think about having kids, so I decided to look for an in-house position. I was hired by Husky Oil, where I spent the next 14 years in various roles. Initially hired as an Area Surface Landman, then moved into a Team Lead and then a Manager role.

Following a corporate restructuring in 2019, I moved into the Field Execution Group, where I lead a large team supporting civil construction, facility and pipeline construction, reclamation, seismic and environmental operations. Although initially hesitant about the move, it turned out to be an excellent opportunity to broaden my experience and develop stronger leadership skills by managing teams working in areas outside my technical expertise.

After the merger of Husky and Cenovus in 2021, I moved back into the Land Department as a Manager of the Surface Land Analysts. This was during COVID, while working remotely, and trying to integrate two large organizations had its challenges. Around this time, I received a call from this Chris Lamb guy, a.k.a. “Lamber,” whom I think assumed I should know who he was, but I didn’t (and let’s be honest, what’s a CALEP article without a Chris Lamb mention).

Chris offered me a position at Longshore Resources, a junior oil and gas company I hadn’t even heard of at the time. Wanting to get back to the front lines, I stepped away from my leadership role and accepted a Surface Landman position. It was my first experience working for a smaller company and a very busy role. Coming from Husky, I was used to a lot of structure and process. At the time, my last name was ‘White’, and Chris often joked that it was a fitting last name for me as I was very “black and white with no grey areas”, when it came to process.

Over time, I grew to love the environment—it was truly a work-hard, play-hard culture with a level of autonomy I hadn’t experienced before.

Following a partial corporate sale in 2024, I moved into a new role where I now manage surface land, construction, and reclamation. It’s a fast-paced, unique, and rewarding opportunity that allows me to influence the full lifecycle of a project from inception through to closure.

Looking back, have there been any mentors or role models throughout your career that you'd like to recognize and why?

I have been very fortunate to have had many mentors throughout my career, both formally through the mentorship program at Husky and informally through various roles. From my first job at Maverick Land, it was Brent Davidson who believed in me. He hired me straight out of my practicum, kept me on staff while I went back to Olds to complete the Land Agent diploma program, took me out to the field for some of my first negotiations, and eventually helped me transfer to Calgary.

Then, when I went over to Britt Land, it was Ray Ramsay who convinced me to take the job. I still look back on that interview and smile—it felt far more like a casual coffee than a formal interview. I spent the entire afternoon in his office, and when he presented me with an offer, I asked to “take my 48 hours.” We laughed, continued visiting, and before long, I “waived” my 48 hours and accepted the position on the spot. Throughout my time at Britt Land, Ray was incredibly supportive and empowering, guiding me into my first true leadership role.

What do you find most rewarding about being a Surface Landman?

I truly believe it’s like winning the lottery when you can say you love what you do—and I do. From my first exposure helping landowners who stopped by ARC’s office in Drayton Valley to where I am today, I’ve

always enjoyed helping people and solving problems. On a personal level, I've had the opportunity to assist friends and family with surface lease matters, and professionally, I get to work closely with a wide range of disciplines, planning projects, navigating challenges, and ultimately reaching outcomes that are favourable. Getting to interface with so many different people and personality types definitely keeps the job interesting!

What advice would you give to someone wanting to get into Land?

Be nimble and adaptable—this industry is constantly

moving and evolving. Our roles in surface land are expanding, and the more you can embrace change, the more valuable you become. Be willing to take on additional responsibilities, even outside your usual scope, and approach them with a positive attitude.

Finally, volunteer whenever you can—this one is especially important to me. I've had the chance to sit on many volunteer committees over the years. It's rewarding, you learn a lot, and you naturally build your network, which, as we all know in land, is absolutely invaluable.



SPOTLIGHT SERIES

Dallas Henderson

*Interview by Wade McLeod
Director of Communications*



Tell us about yourself and what got you into Land?

I grew up on an acreage south of Calgary near the hamlet of Millarville. I lived on the Home Oil Company road in the heart of the Turner Valley oil field. I attended the Oilfields High School in Black Diamond and played football for the Oilfields Drillers... a career in oil and gas may have been inevitable. After I graduated high school, I did what I would refer to as my post-secondary “dry run” at the University of Calgary (U of C), enrolled in general studies and not particularly studious, I found myself on academic probation in my third semester before calling it quits. And like any young, able-bodied Alberta boy, I found myself chasing drilling rigs all over Western Canada. Initially, I ran a vacuum truck before becoming an Environmental Technician and eventually earning a

role as a Mudman. Several years of seasoning in the patch gave me the motivation and discipline I needed to get back to school. For round two, I started at Mount Royal College, where I got into the Bachelor of Commerce transfer program. I successfully transferred over to the University of Calgary, where I graduated from the Petroleum Land Management (PLM) program in 2007.

The true credit for my decision to pursue a career in land belongs to my mother, Dawn Rorison. She spent the majority of her almost 40-year career as Land Manager with Northrock Resources (Northrock) and its successor, TAQA North (Taqa). During her time with Northrock, I was able to meet some of Land's

fantastic cast of characters, the likes of Tony Smith and Clark Drader, just to name a few. It was my mom's guidance and these early interactions that sealed the deal for me.

Could you walk us through your professional journey?

After my time in the field, I returned to school. During that time, I had the good fortune to work at Northrock. Over the years, I gained experience working in a variety of departments, including Geosciences, Corporate Planning, Health, Safety and Environment, and eventually Land. I did everything from filing microfiche to sending out farm in opportunities to partners. Just prior to graduation in the spring of 2007, Northrock was acquired by the Abu Dhabi National Energy Company. The acquisition resulted in the creation of Taqa and subsequently rendered my anticipated full-time position unavailable. This put me well behind the eight ball on the job search, so I immediately began reaching out to industry contacts garnered during my early networking efforts. During a coffee meeting with Dan Dugas, he kindly offered to connect me with a few of his peers. Shortly thereafter, I received a call from Greg Sawchenko, then Land Manager at Crescent Point Energy Trust (Crescent Point). Greg and I met the following day, and over a hot chocolate, I was offered a position, with one caveat: I had to meet the approval of the Vice-President of Land, Tamara MacDonald. I began my journey with Crescent Point as a Summer Student in May 2007 at the ripe old age of 30. I worked the Bakken in Southeast Saskatchewan under the guidance of Senior Land Negotiators Craig Tyler and Shelly Witwer. I worked my way through the ranks over my 18 years at Crescent Point/Veren, and at the time of the merger with Whitecap Resources in May of 2025, I was the Director of Land, responsible for the day-to-day operations of our Land Negotiation, Mineral Land, and Joint Venture teams.

Looking back, have there been any mentors or role models throughout your career that you'd like to recognize and why?

I have been fortunate to have two notable mentors in Chris Lamb and Shelly Witwer. Chris was my assigned Mentor from the PLM program, and if I am not mistaken, he still holds the title as the only Mentor to be younger than his Mentee. Chris has been a trusted mentor for many years, consistently offering thoughtful guidance and support that has had a lasting impact on my professional development. Shelly has been a great sounding board for me and has provided exceptional guidance throughout my time at Crescent Point/Veren. I value her tactical, no-nonsense approach to every challenge. These two have been and continue to be highly cherished relationships for me personally and professionally.

You've worked with some amazing people and helped build great teams over your career. What do you think makes a truly strong team, and what qualities do you look for in the people you bring on board?

Over the years, I have had the privilege of working with outstanding colleagues and contributing to the development of several high-performing teams. For me, trust is the number one factor in building strong teams. Trust creates a safe place for asking questions, sharing ideas, and taking accountability for mistakes without fear of reprisal or embarrassment.

In terms of qualities that I seek out, it is a bit of a blend. I always seek out competitive, driven individuals who respect the inherent value of the team itself. I've always been of the mind that a team is only as good as its weakest member. If a team can work collaboratively to bolster its weakest individuals, it improves the collective standing of the team, along with each individual's standing within the organization. Every individual will have their opportunity to shine and will receive credit for their efforts; it simply will not come at the cost of the team or any of its members.

A special shout-out to the Negotiations team from CPG/Veren; each of you helped to build a culture that was resilient against the toughest challenges. Thanks for all the laughs.

What leadership skills do you believe are most important for success in today's Land and Energy industry?

Adaptability and a strong Work Ethic are critical. We operate in a competitive landscape where we manage fluctuating markets, ever-evolving technology, and complex regulatory schemes. Staying agile and being ready for change is a must. Work ethic isn't just about working hard; it's about accuracy, integrity, accountability, and trust, all of which are essential to protecting assets, developing relationships, and the success of future projects.

What are some of the key challenges you faced during your career, and how did you overcome them?

Rebuilding an asset base the way that Crescent Point did over the years was no small feat. One of the challenges during the retooling was engagement within teams. Each disposition mandate was unique in nature, but common amongst of them was the resistance met from individuals on the affected asset teams. These initiatives are labour-intensive and bring with them significant uncertainty. Responses vary widely between individuals; some are indifferent, while others struggle to execute. Work aside, these initiatives can also breed a certain level of toxicity, and if unmanaged, they can quickly permeate throughout an organization. To overcome, I found that addressing the team as soon as possible is important. Allowing team members to ask questions and get clarity goes a long way to easing fears. The more transparent you can be, the less chance individuals have to fill in the blanks and create a narrative of their own. As commercially minded people, it is our responsibility to help our teams remain focused on the task at hand, to ensure we don't get caught up in the narratives that naturally emerge. This is no small task when our own respective fates often hang in the balance.

You've had quite an accomplished career; looking back, what can you say stands out the most for you and why?

I've been fortunate to take on several opportunities during my career, and I'm proud of what I've been able to do with each of them. I treat every opportunity the same, bringing accountability, patience, and an exceptional work ethic to the table. The thing that stands out most for me, looking back on my career, is the people. People in this business are different, in the best kind of way. They're resilient, personable, engaging, and passionate. I've been lucky enough to meet many outstanding people, and I look forward to many more interactions in the years to come.

What do you think are the key skills necessary for success in land in today's world?

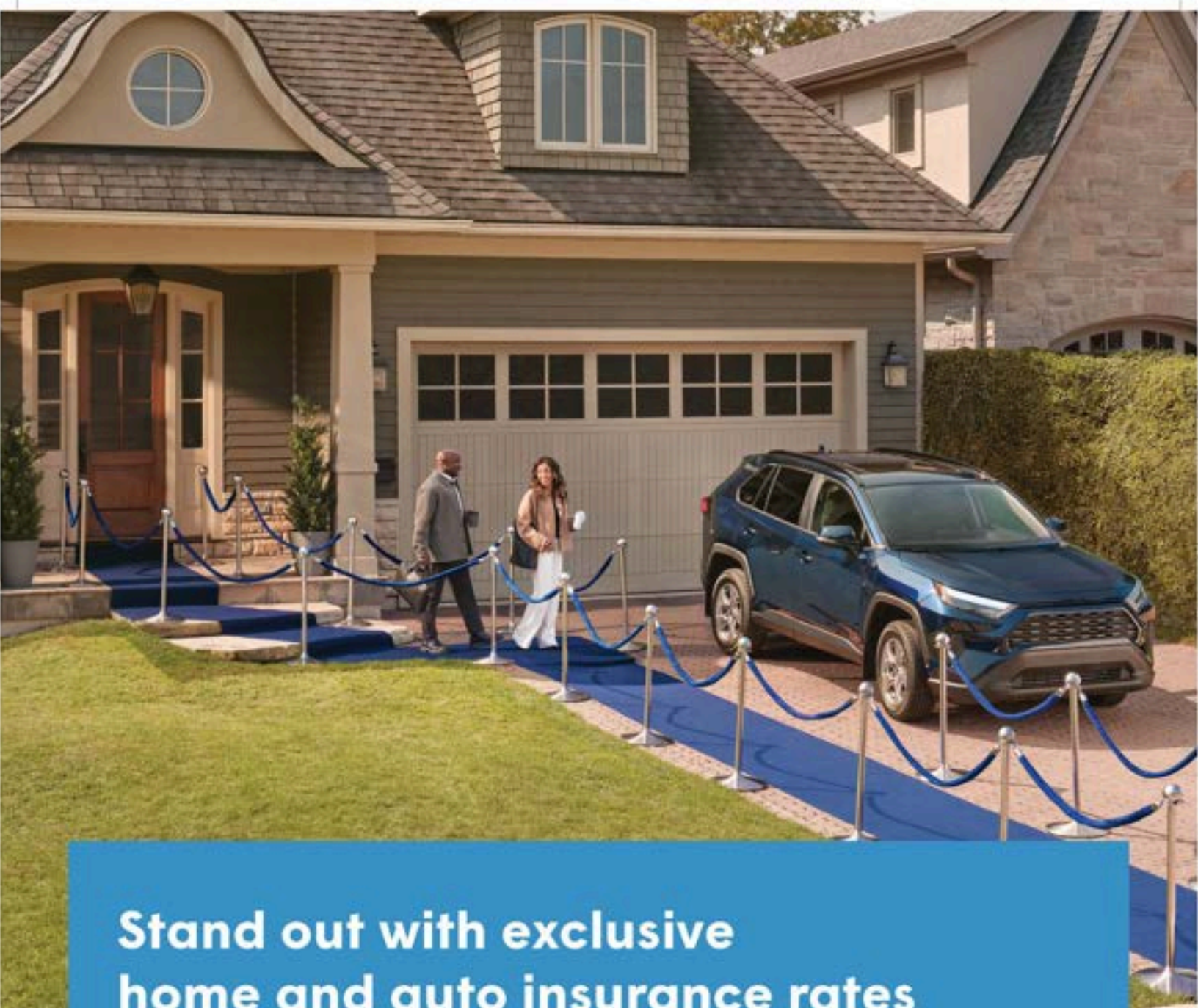
Strong commercial acumen and a genuine desire to understand all facets of the energy business. Understanding every element of your business will reveal competitive advantages; this, paired with an understanding of the drivers for our counterparts, will position land professionals to creatively solve problems and drive towards strong business outcomes.

What challenges do you foresee working in Land for the future?

Having Land well represented in the leadership of organizations is extremely important for the future. As Land people, we are the custodians of the relationships where and with whom we do our business. These relationships help form the identity of our respective organizations. As a professional association, we need to continue to prepare future leaders for these roles, and we need to advocate for the value that our profession brings.

What advice would you give to someone wanting to get into Land?

Continually build your network, work hard, and there's always more to learn.



Stand out with exclusive home and auto insurance rates



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Get your quote now.
thepersonal.com/calep
1-888-476-8737

 **CALEP**
CANADIAN ASSOCIATION OF LAND
AND ENERGY PROFESSIONALS


thePersonal
Home and Auto Group Insurer
Group rates. Preferred service.

The Personal refers to The Personal Insurance Company. Certain conditions, exclusions and limitations may apply. Auto insurance is not available in Manitoba, Saskatchewan and British Columbia due to government-run plans. The Personal® and related trademarks are trademarks of The Personal Insurance Company, used under license.

ECONOMIC CAPACITY BUILDING IN FIRST NATION COMMUNITIES



Simone Chipesia
West Earth Sciences Ltd.

As Canada's energy and resource industries continue to rapidly evolve, so too must the inherent values that shape these operations. This evolution must be rooted in economic reconciliation and sovereignty; Supporting these powerful principles begets operational integrity.

West Earth Sciences Ltd. ("West") is an Indigenous-owned Environmental and Technical Services firm. Operating across all provinces and territories in Canada, West is wholly committed to blending Indigenous leadership, perspective, and economic sovereignty into standard Western business practices wherever they are conducted – in city offices, band offices, on the land, and with the people who have stewarded it for generations.

West supports Indigenous participation during the entire project lifecycle from reclamation to environmental assessments, project management, and geomatics. With over 20% of the West workforce identifying as Indigenous, West is not only an Indigenous business by certification - it is one through intention, practice, and care.

West's commitment aims deeper than just

representation. Its operational model is grounded in authentic partnerships with Indigenous communities, where Nation-owned businesses are positioned to build lasting internal capacity, secure work based on all levels of capability, and create outcomes that reflect the long-term aspirations of their people's past, present, and futures.

"Partnerships with First Nation communities can absolutely serve as a tool for business development in the short term," explains Simone Chipesia, CEO of West. "But they rarely endure beyond the project unless long-term, capacity-building safeguards are applied. The relationship has to survive and grow from transactional to transformational - from expired contracts to continuing investment. This approach often requires more commitment from us — more time, more resources, and yes, more cost - but it creates lasting outcomes for community members who may not hold influence in procurement, yet deserve access to skilled careers, long-term employment, and the ability to benefit their Nation's development as a singular contribution. That's what builds lasting trust, and individual metrics are how we can quantify success in our partnerships."

This philosophy has shaped West's work across sectors and geographies - from supporting First Nation-led construction during the Trans Mountain Expansion, to guiding Nation-owned oilfield and environmental companies through Alberta's Site Rehabilitation Program, to launching a joint venture in Sudbury's mining region with full-time Indigenous staffing.

For West, building Indigenous capacity is not a side initiative — it is the foundation upon which the company operates.

Seabird Island Band and the Trans Mountain Pipeline

During the construction of the Trans Mountain Pipeline, Seabird Island Band was seeking ways to turn major project development into a launchpad for its Nation-owned enterprise, Stqo:ya Construction LP ("Stqo:ya"). West worked alongside Stqo:ya, offering technical expertise, project controls support, and senior oversight. Together, they developed accurate cost estimates, implemented project controls, and jointly managed scopes of work that met rigorous client standards. West invested in health, safety, and environmental systems, training, and quality control measures - not just to meet deliverables, but to ensure Stqo:ya could independently succeed in the long term.

This collaborative effort wasn't about shareholder optics. It resulted in real dollars staying within the community and built an operational legacy, not just temporary employment.

Horse Lake First Nation: Reclaiming More Than Land

The Site Rehabilitation Program ("SRP") offered another opportunity to align economic development with land stewardship. Partnering with Horse Lake First Nation and its entity Horse Lake Oilfield Construction ("HOCC"), West supported HOCC to deliver scopes in decommissioning, pipeline abandonment, and site reclamation. West's role

wasn't just technical - it included mentoring HOCC's team in HSE, QA/QC, equipment readiness, and field logistics. Together, they delivered projects for Tourmaline, Ovintiv, and ARC.

Collaborative Innovation with Ermineskin Cree Nation

In central Alberta, West supported Ermineskin Resource Development ("ERD") - a business owned by Ermineskin Cree Nation - in delivering reclamation scopes throughout the SRP. The partnership wasn't about handing off work - it was about building ERD's internal systems, ensuring operational alignment, and co-delivering on a Community Reclamation Plan with CNRL. The outcomes were again quantifiable: dollars retained locally, knowledge transferred, and businesses elevated.

Launching Akiwan with Atikameksheng Anishnawbek First Nation

Back east, the story continues. In Atikameksheng Anishnawbek Territory, West and Giyak Mishkawzid Shkagmikwe ("GMS") — the community's economic development corporation - formed Akiwan Environmental Limited Partnership in 2023. Akiwan was GMS's first registered joint venture and remains its flagship environmental company.

Today, Akiwan is staffed entirely by Atikameksheng Anishnawbek members and has grown to provide services to nearly all mining companies in the Greater Sudbury region. It has become a model for how land-based economic opportunity can be aligned with Indigenous self-determination and employment.

The Path Forward: Reconciliation as Operational Discipline

What ties these stories together isn't just West's involvement - it's the principle of shared leadership. As land and energy professionals, we have a responsibility to respectfully build alongside

Indigenous communities through informed consent and collaboration, not by notification without engagement or in their absence. This must be recognized as a standard cost of doing business, not framed as a corporate donation or a community tax. When Indigenous communities have the tools, training, and respect to lead, they do.

Companies like Tourmaline, CNRL, ARC, Oviniv, Enbridge, Vale, and Fortis BC have shown what's possible when procurement is paired with purpose, and scopes are awarded not on charity, but on capacity.

West Earth Sciences Ltd. is proud to walk beside Nations like Seabird Island, Horse Lake, Ermineskin Cree, and Atikameksheng Anishnawbek, among many others. These relationships prove quarterly that reconciliation is not a trendy and passing social justice initiative, but a pillar for strategic advantages - for the land, for business, and for generations to come.

Importantly, we've learned that when relationships are built on meaningful integration, the economic benefits to community members can exceed 35% of the total contract value. These benefits are retained directly within the community through employment wages, subcontract awards, skills training, and the engagement of member-owned businesses and equipment. This level of impact often goes above and beyond any formal Impact Benefit Agreements or contractual obligations, reflecting what's possible when partnerships are grounded in mutual respect, shared accountability, and long-term investment. As we look to the future, the goal isn't just project delivery - it's economic transformation that's Indigenous-led, locally grounded, and nationally scalable.

Why It Matters

When companies make genuine investments in Indigenous capacity - beyond regulatory requirements or transactional agreements - the benefits are both tangible and far-reaching.

Communities gain trust through understanding, skills development, and meaningful participation in the work taking place on their lands. That trust, in turn, leads to increased community support, stronger working relationships, and often, the community itself becoming a champion for the project's success.

This approach reduces project risk, strengthens social license, and fosters a shared sense of ownership over outcomes. It creates local workforces that are safer, more invested, and deeply knowledgeable about the land. And it ensures that the economic benefits of development flow not only to the project proponent, but to the people whose territories are being accessed.

In a time when reconciliation is too often reduced to policy language or checkbox compliance, this is what real partnership looks like - and why it's worth doing.

Simone Chipesia

CEO West Earth Sciences Ltd.

IR #205 Blueberry River First Nations member

Dane-Zaa Cree Status Indian





THIRD-PARTY AGREEMENTS: UNDERSTANDING THE RULES THAT KEEP ENERGY DEVELOPMENT MOVING

James Thurston | Vice President | CALEP

Every year in Alberta, tens of thousands of third-party agreements are exchanged between energy operators. These include pipeline crossings, encroachments, proximities, and facility tie-ins. While they rarely attract attention, they form the operational backbone of energy development in a mature basin.

Without timely third-party agreements, projects stall, schedules slip, and regulatory and commercial risk increases — not because development is unsafe or unjustified, but because access to land becomes uncertain.

This article is intended to clarify why third-party agreements are required, what the legislation actually says, and why cooperation and timeliness matter for everyone operating in Alberta.

WHY THIRD-PARTY AGREEMENTS EXIST

Alberta's energy landscape is densely developed. Pipelines, facilities, and infrastructure owned by multiple operators often overlap across the same lands. As a result, development frequently requires one operator to work in proximity to another operator's assets.

Third-party agreements exist to:

- Protect public and worker safety
- Preserve the integrity of existing infrastructure
- Define responsibilities and liabilities
- Allow lawful, orderly development of energy resources

They are not optional. They are rooted directly in legislation.

PIPELINE ACT — CONSENT IS MANDATORY

Pipeline Act (RSA 2000, c P-15), Section 42:

“No ground disturbance may be undertaken in the right of way for a pipeline without the approval of the licensee of the pipeline in accordance with the rules, or, if approval cannot reasonably be obtained from the licensee, without the approval of the Regulator.”

This section establishes that written consent is required and that unreasonable delay can trigger regulatory escalation.

PIPELINE RULES — TIMING IS CONTEMPLATED

Pipeline Rules (Alta. Reg. 125/2023):

“A person seeking consent must notify the licensee at least 7 days, not including Saturdays, Sundays or holidays, before the proposed ground disturbance.”

While this is a notice requirement, it reflects the expected cadence of consent processing.

AER PIPELINE INSPECTION MANUAL — RESPONSE BENCHMARKS

AER Pipeline Inspection Manual (Manual 005):

“The licensee did not respond within 21 days of the date approval was requested for the ground disturbance in a pipeline right-of-way...”

“...or within 7 working days for a vehicle or equipment crossing at a point not within the upgraded and travelled portion of a highway or public road.”

These benchmarks reflect how the AER evaluates reasonable responsiveness in practice.

WHY TIMELINESS MATTERS

Energy development already operates within a complex regulatory environment. Third-party agreements are meant to enable compliance, not become an avoidable bottleneck.

Delays lead to schedule disruption for both parties, internal escalation, strained commercial relationships, and unnecessary regulatory involvement — without improving safety or environmental protection.

ROLE OF LAND PROFESSIONALS

Land professionals are responsible for ensuring timely, lawful access to land so approved projects

can proceed safely and efficiently. This depends on predictable processes, clear communication, and mutual respect between operators.

CALL FOR COOPERATION

Third-party agreements should remain practical, process-driven, timely, and cooperative. Understanding both the letter and intent of the rules helps keep Alberta’s energy system moving responsibly. We are all running leaner and do not need to turn on unnecessary work trying to chase agreements, escalating through management, or applying for your consents through the AER.

Our business is energy. Our jobs as professionals are to ensure timely access to land, and it is a shared responsibility.

James Thurston

*Discipline Lead | Surface Land Canada
Shell*



INDUSTRY EVENTS

2026

Oil & Gas, Energy Infrastructure & Pipelines

Canadian Gas Association – Energy Security Summit

March 10–11, 2026 — Ottawa

Energy Security Summit 2026 | Canadian Gas Association

Arctic Energy & Resource Symposium

March 25–26, 2026 — Calgary, AB Arctic Energy & Resource Symposium

Arctic Energy & Resource Symposium

Northern infrastructure, pipelines, resource development, and Indigenous issues.

Global Energy Show Canada

June 9–11, 2026 — Calgary, AB

<https://www.globalenergyshow.com>

Major North American oil, gas, LNG, and energy transition expo.

Digitalization & AI in Energy Canada Conference

April 22–23, 2026 — Calgary, AB

<https://digitalizationoilandgas-canada.energyconferencenetwork.com>

AI, digital tools, and data-driven technologies for oil & gas.

SPE Canadian Energy Technology Conference & Exhibition (2026 dates TBA)

Calgary, AB

<https://www.spe-events.org/canadianenergytechnology>

Upstream, midstream & E&P technology, operations, and innovation.

Data Driven Oil & Gas USA 2026

2026 — USA (City TBA)

<https://events.reutersevents.com/oilandgas/data-driven-usa>

Performance optimization, analytics, and digital transformation in O&G.

SPE Annual Technical Conference & Exhibition (ATCE 2026)

October 21–23, 2026 — Houston, TX

<https://www.atce.org>

One of the world's largest oil & gas technical conferences.

Offshore Technology Conference (OTC 2026)

May 2026 — Houston, TX

<https://www.otcnet.org>

Leading offshore oil & gas, LNG, subsea, and offshore engineering event.

Energy LIVE Conference & Exhibition 2026

2026 — Houston, TX

Oil, gas, utilities, and power sector leadership event.

Global Conference on Oil, Gas & Petroleum Engineering (GCOGPE 2026)

Date TBA — Vancouver, BC

<https://globalconference.ca/conference/26th-global-conference-on-oil-gas-and-petroleum-engineering>

Global petroleum engineering & resource development forum.

Renewables, Clean Energy & Transition

CanREA Spring Operations Summit 2026

<https://renewablesassociation.ca>

(Spring 2026 — TBA; wind, solar, storage operations & regulatory updates)

CanREA National Renewable Energy Conference 2026

<https://renewablesassociation.ca>

(Fall 2026 — TBA; national conference for wind, solar, and storage)

Globe Forum 2026 (GLOBExCHANGE)

<https://www.globeseries.com>

(February 2026 — Vancouver; climate, ESG, clean tech, energy transition)

CLEANPOWER 2026 (ACP)

<https://cleanpower.org>

(May 2026 — Minneapolis; North America's largest renewables expo)

VERGE 26 Climate Tech Conference

<https://www.greenbiz.com/events/verge>

(October 2026 — San Jose; clean energy innovation, microgrids, hydrogen)

International Renewable Energy Conference (IREC 2026)

<https://www.ren21.net/irec>

(Global venue for 2026 TBA; renewable markets & policy)

Solar Canada 2026

<https://renewablesassociation.ca>

(June 2026 — Calgary/Toronto TBA; Canadian solar industry event)

Wind Energy Conference Canada 2026

<https://renewablesassociation.ca>

(2026 TBA; onshore & offshore wind development)

Hydrogen Canada Conference & Expo 2026

Electricity Transformation Canada 2026

(Fall 2026 — Montreal, grid modernization & energy storage)

Mining, Mineral Exploration & Natural Resources

BC Natural Resources Forum

January 20–22, 2026 — Prince George, BC [BC Natural Resources Forum](#) | [Home](#)

Indigenous Partnerships, Consultation & Community Development

FNMPC Conference – The Next Seven Generations: Our Shared Future

April 29 – May 1, 2026 — Toronto [FNMPC - Stronger Together](#)

Indigenous Resource Opportunities Conference (IROC)

June 3–5, 2026 — Nanaimo, BC [Indigenous Resource Opportunities Conference — C3Alliance](#)

NCC Energy & Natural Resource Summit

September 17–18, 2026 — Calgary, AB [2025 NCC Energy and Natural Resource Summit - National Coalition of Chiefs](#)

Indigenous Women in Industry Summit (IWIS)

September 28–30, 2026 — Vancouver [Uniting Indigenous Women in Industry: Global Summit to Take Place in Vancouver in September 2026 - NACCA National Aboriginal Capital Corporations Association](#)

Public Policy, Governance & National Dialogue

Public Policy Forum – Canada Growth Summit

May 7, 2026 — Toronto, [Canada Growth Summit 2026 - Public Policy Forum](#)

Conservative Party of Canada – National Convention

January 29–31, 2026 — Calgary [Homepage - Convention 2026](#)

Global Gathering: VivaTech 2026

June 17–20, 2026 — Paris [2026 Edition](#) | [Viva Technology](#)

(Tech + innovation; relevant for energy, land data, AI in resource management.)

Infrastructure, Construction, Land Use & Planning

5th Annual Modular Construction & Prefabrication Symposium

March 4–5, 2026 — Toronto [5th Annual Modular Construction & Prefabrication Symposium](#) | [4th – 5th March 2026](#) | [Pan Pacific Toronto, Canada](#) | [Trueventus](#)

NeoCon 2026

June 8–10, 2026 — Chicago [NeoCon](#)

(If your members deal with office space, facilities, or corporate planning.)

Canadian Trail Summit

June 16–19, 2026 — Winnipeg Canadian Trail Summit | June 16-19, Winnipeg, Manitoba
(Parks, land use, Indigenous co-stewardship, recreation.)

Municipal & County Conventions (AB, SK, BC)

Alberta

RMA – Rural Municipalities of Alberta Fall Convention & Tradeshow

November (annual) — Edmonton, AB

<https://rmalberta.com>

Largest gathering of Alberta reeves, mayors, CAOs, and county leadership.

RMA – Spring Convention & Tradeshow

March (annual) — Edmonton, AB

<https://rmalberta.com>

Policy, infrastructure, land-use planning, energy, and municipal governance.

AUMA / Alberta Municipalities Convention & Tradeshow

September (annual) — rotating locations

<https://www.abmunis.ca>

Cities, towns, villages — municipal leadership, land use, energy, planning.

Alberta Planning Conference (APPI)

October 2025/2026 (annual) — Alberta

<https://www.albertaplanners.com>

Land-use planning, community development, zoning, policy.

Saskatchewan

SARM – Saskatchewan Association of Rural Municipalities Annual Convention

March (annual) — Regina, SK

<https://sarm.ca>

Key event for rural development, land use, infrastructure, agriculture, and energy.

SARM Midterm Convention

November (annual) — Saskatoon/Regina

<https://sarm.ca>

Policy updates, landowner issues, rural governance.

SUMA – Saskatchewan Urban Municipalities Association Convention (now “Municipalities of Saskatchewan”)

February (annual) — Regina, SK

Covers cities, towns, and villages. Municipal governance & community development.

Saskatchewan Professional Planners Institute (SPPI) Conference

Fall (annual) — Saskatchewan

<https://spipi.ca>

Land planning, zoning, municipal land use, and environmental review.

British Columbia

UBCM – Union of BC Municipalities Convention

September (annual) — Vancouver / Victoria / rotating BC

<https://www.ubcm.ca>

BC's largest municipal policy event. Heavy focus on land use, Crown/First Nation relations, and development approvals.

LGMA – Local Government Management Association of BC Annual Conference

June (annual) — BC (rotating locations)

<https://www.lgma.ca>

Professional development for municipal CAOs, planners, and governance staff.

Agriculture & Farm Shows (Saskatchewan & Alberta)

Alberta

Crossroads Alberta's Crop Conference

January 27, 26, 2026 Edmonton, AB

[About – Crossroads Crop Conference](#) Crop science, innovation, policy, technology for prairie producers.

Alberta Beef Industry Conference

March 4-5, 2026, Calgary

<https://www.abic.ca> Beef producers, land use, grazing, ag policy, and sustainability.

AgSmart – Olds College

July/August (annual TBD) — Olds, AB

<https://agsmartolds.ca>

Digital agriculture, drones, precision ag, soil & crop technology.

Agri-Trade

November 11 -13th 2026 – Red Deer, AB

[Home - Agri-Trade](#)

Saskatchewan

Western Canadian Crop Production Show

January 13-15, 2026 — Saskatoon, SK

<https://www.cropproductionsshow.com>

Agronomy, equipment, markets, crop science, and producer workshops.

Saskatchewan Beef Industry Conference

January 20-22, 2026 — Saskatoon <https://www.saskbeefconference.com>

Beef, grazing, livestock markets, sustainability, land management.

Ag in Motion Outdoor Farm Expo

July 21-23, 2026 — Saskatoon, SK

<https://www.aginmotion.ca>

Outdoor demos, equipment, innovation, test plots — “Prairie farm show in a field.”

Canadian Western Agribition (CWA)

November 23 -29, 2026 — Regina, SK

<https://www.agribition.com>

The largest livestock show in Canada; ag business, trade, and rural events.



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ARCHAEOLOGY
GEOTECHNICAL ENGINEERING**



WWW.AIMLANDSERVICES.COM

A Better Member Experience: CALEP Moves to **GlueUp**

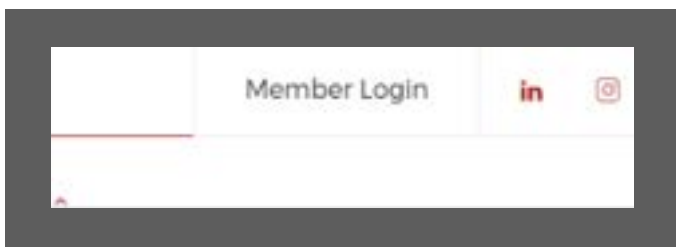
We've upgraded to a new platform - "GlueUp" to bring you a smoother, more intelligent, and more connected membership experience. You should have received an email from GlueUp with a link to your Membership Portal, where you can update your member profile. You will be able to update your profile and access all records once you complete the setup.

If you do not have the email, you can set up your account <https://calep.glueup.com/register/account>

- The new system reminds you that your membership is due to renew on January 1.
- Our membership year runs Jan-Dec.

Password Reset

- Log in to your account with your **email address**.
- If you have set your profile but are having difficulties logging in, you can request a new password <https://calep.glueup.com/account/recover>
- Enter your email address to receive a link to reset your password.



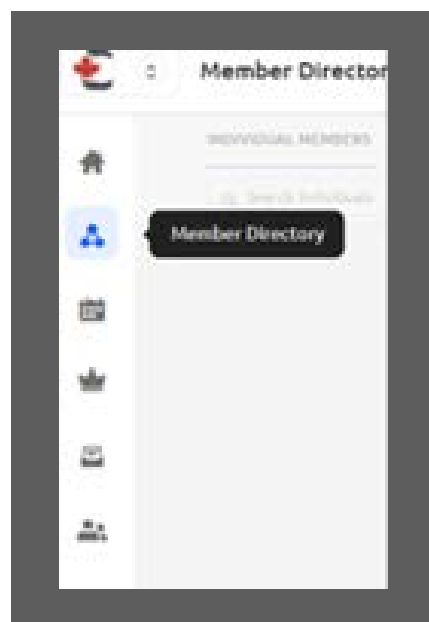
Login

You can log in to the system in two areas: the top right-hand side of the website or ½ way down the page in the box that says Member Roster

Business Forms

They are listed under business development, and you have to be logged in to see them.

ROSTER To view the roster, click the button shown here once you are **logged in**.



QUICK TIPS FOR GLUEUP

- ✓ Use the same email you used for your CALEP membership
- ✓ Check your spam folder for the GlueUp setup email
- ✓ Update your profile early to ensure accurate records
- ✓ Bookmark the login page for easy access
- ✓ Log in before looking for Business Forms or the Member Roster

Need Help?

If you have any questions or experience difficulties setting up your account, please contact reception@calep.ca.

We're happy to help!

ON THE HORIZON

UPCOMING IN 2026: SAVE THE DATES!

Please visit CALEP's Event Page for the Registration Links and watch your inbox for updates



Poker Night

January 22 | Calgary Petroleum Club | 16:30 - 21:00



Crib Tournament Night – Singles & Pairs

March 5 | Calgary Petroleum Club | 16:30 - 22:30



CALEP/IRWA Hockey Tournament

April 16 | Flames Community Arena | 08:00 - 16:30



GET SMART

COURSE

DATE

TIME

LOCATION

Pad Site Sharing Agreement Seminar
(A Joint Session by PJVA & CALEP)

January 29, 2026
(Thursday)

8:30am - 4:00pm

CALEP Office

Leadership Fundamentals &
Practicalities in a Changing World

February 23, 2026
(Thursday)

9:00am - 4:00pm

CALEP Office

Save \$50 when you register at least 3 weeks in advance! Prices will increase 3 weeks prior to the course.

For more information, or to register, please see the CALEP course schedule in its entirety [here](#).



CALEP Scholarship

We are excited to announce a scholarship opportunity for deserving students! If you have students working within your organization looking to pursue a career in land, please pass this opportunity along.

This scholarship aims to assist students with the financial burden of tuition fees and other academic expenses. It is open to all students who meet the eligibility requirements, either attending SAIT for the EAM program or students in other programs who have been working in a land-related role.

To apply for this scholarship, all you need to do is fill out our application form before **March 4, 2026**.

Scholarship Committee

- Jocelyn Smid – Chair
- Lindsay McGill – Past Chair
- Matt Geib – Finance Chair
- Tom Deck
- Jeff McManus
- Mason Stewart

CALL FOR NOMINATIONS

2026-2028 CALEP Board of Directors

Every year is an election year for CALEP, and it is no secret that our association relies on its dynamic volunteers to continue creating top value for its members and enhancing its important role within the industry and the community. If you are interested in being involved at the highest level, making a difference, giving back, gaining contacts, and sharing your creative ideas, you should seriously consider getting your name on the ballot.

Experience on the CALEP Board will provide you with endless opportunities to help shape the future of our association – whether your passion is to ensure we have a financially viable association (we do!), help deliver cutting-edge education and professional development opportunities, or imagine and deliver spectacular networking events and strengthen our community, regulatory, and Indigenous consultation work. Land access for energy projects is increasingly complex, and we must rise to this challenge as an association.

If you've been thinking about the next year being the year you give back to the CALEP in a big way, or you are ready to nominate that person who has every outspoken idea to make the CALEP its best, reach out to any of this year's Nominating Committee, comprised of:

Janice Redmond, Chair

Alexis Watson, Nominating Committee Member

Timing & Logistics:

- The deadline for the candidacy application will be **Friday, March 9, 2026**
- The CALEP Election will be held on **Thursday, April 23, 2026**.
- Voting will be done electronically, with an emailed link provided to members through Election Buddy by April 15th
- If you do not receive the voting link, please contact Spryng Kubicek at reception@calep.ca

Current Board of Directors



Sandra Dixon | President



James Thurston | Vice President



Geoff Thiessen | Finance



Ryan Gugyelka | Membership



Wade McLeod | Communications



Lorinda Turner | Events



Donald MacLeod | Professionalism/
Education



Kevin Martin | Surface Land
Advisory Committee



Jason Blazeovic | External Relations



Janice Redmond | Past President



Annual General Meeting & Merit Awards

April 23, 2025 | Calgary Petroleum Club - Devonian Room | 16:30 - 21:00

The Canadian Association of Land and Energy Professionals (CALEP) Annual General Meeting (AGM) will be held at the Calgary Petroleum Club on April 23, 2026, at 4:30 p.m.

Purpose of the AGM Meeting:

- To receive and consider the financial statements and reports of the auditors
- To appoint auditors for 2025
- To announce election results
- To receive an update on the general business of CALEP from the President, Sandra Dixon
- Recognition of outgoing and incoming Board Members

We are excited to once again host our annual Merit Awards. A time to recognize those individuals and companies among us who have made a significant contribution to the lifeblood of CALEP. This is bestowed on both individuals and corporations. Nominations are now open! The Merit Awards Committee is asking all CALEP members to think about their peers, colleagues, and co-workers who have dedicated their time and energy to CALEP committees and causes, and to put their thoughts into action by nominating those worthy individuals and contributors.



ROSTER UPDATES

Due to the transition to our new membership database and the holiday season, there will be no “On the Move” or “New Members” updates in this edition. These will resume in the February issue.

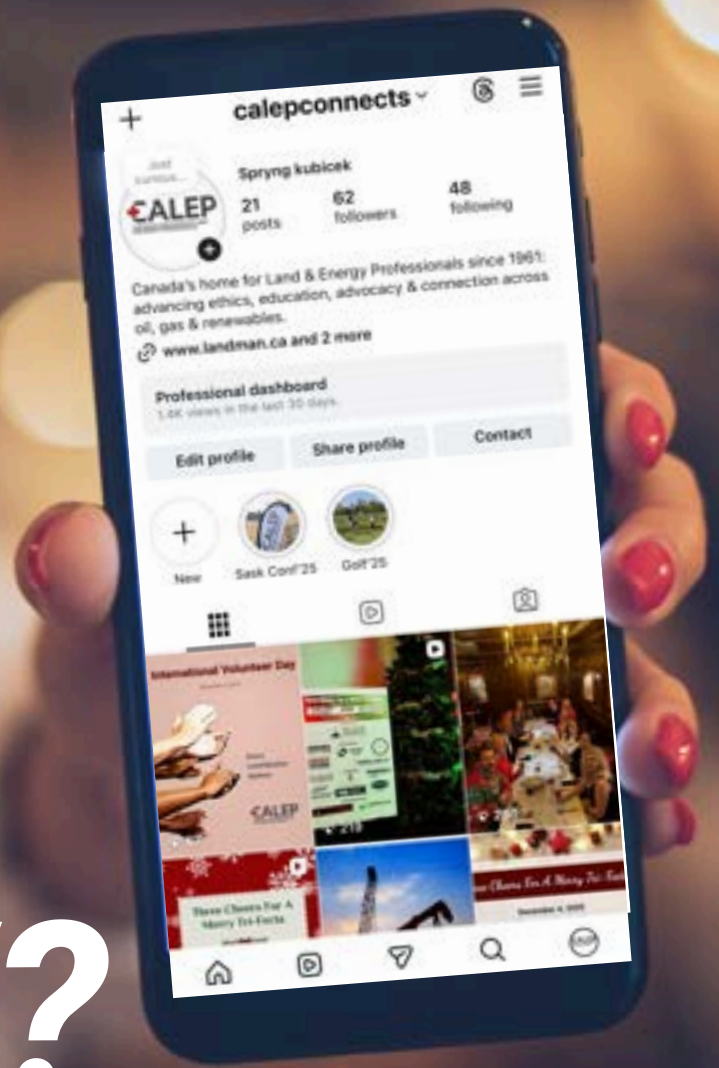
If you have not yet set up your account, please do so.

If you need help, please get in touch with Spryng Kubicek.

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